

NATIONAL EDUCATION (IRELAND).

EXTRACTS

FROM

FORTHCOMING CODE OF RULES AND REGULATIONS

OF THE

COMMISSIONERS OF NATIONAL EDUCATION, IRELAND,

FOR THE YEAR 1900-1.

NEW RULES AND REGULATIONS IN OPERATION FOR THE YEAR
1900-1.

Presented to both Houses of Parliament by Command of Her Majesty.



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NEW RULES AND REGULATIONS IN OPERATION FOR THE YEAR 1900-1.

I.—TEACHERS.

1. All Principal and Assistant National Teachers (except the Teachers of Monastery and Convent Schools, paid by capitation rate) are divided into three grades—the first, or highest grade, containing two sections. Gradation.

2. The number of Teachers recognised in each grade above the third grade, and in each section of the first grade, is fixed from time to time by the Commissioners.

3. The "classification" of Teachers, as hitherto understood, is abolished. The system of grading detailed in these Rules is substituted therefor.

4. The grades in which Teachers in the service before the 1st April, 1900, rank, are determined by their incomes from the State, and by their positions, whether as Principals or Assistants.*

5. Future Teachers, recognised for the first time, will rank on appointment in the third grade only.

6. Principal Teachers out of employment for a time retain their respective grades, provided they obtain re-employment within a year as Principals. If not re-employed within a year, the Commissioners determine whether, when re-employed as Principals, they can retain their former grades, or in what lower grades they may be recognised respectively. This regulation does not apply to Principals who may be dismissed from their schools for irregularities, breaches of rule, &c.

7. Promotion from a lower to a higher grade, and from the second to the first section of the highest grade, when there are vacancies, depends on (a) training; (b) position in school; (c) ability and general attainments; (d) good service; (e) seniority. Promotion.

8. No Teacher appointed for the first time, on or after the 1st April, 1900, is eligible for promotion beyond the third grade if not trained in a recognised Training College, unless under very exceptional circumstances by special order of the Commissioners.

9. No Teacher appointed for the first time, on or after the 1st April, 1900, trained or untrained, is eligible for promotion beyond the third grade while recognised as an Assistant, unless under very exceptional circumstances by special order of the Commissioners.

10. No Teacher appointed for the first time, on or after the 1st April, 1900, is eligible for appointment as a Principal Teacher if not trained in a recognised Training College, unless under very exceptional circumstances by special order of the Commissioners.

11. No Teacher of a school in which the average attendance is under thirty, is eligible for promotion to the second grade.

12. No Teacher of a school in which the average attendance is under fifty, is eligible for promotion to the first grade.

* In the case of Teachers who are Candidates for promotion at the annual examinations of 1900, or who had entered as Queen's Scholars into Training Colleges for the year of training, 1898-1900, special consideration will be given to any promotion in Classification to which they would have been entitled, when fixing their future incomes from the State.

13. No Teacher of a school in which the average attendance is under seventy, is eligible for promotion to the first section of the first grade.

14. Teachers in the service before the 1st April, 1900, who, under the rules hitherto in force, were not required to be trained as a condition of promotion, continue to enjoy the privilege, but must qualify for promotion in other respects in accordance with the foregoing conditions.

15. The system of promotion by examination and service, hitherto in force, is abolished for all Teachers.

16. The Commissioners periodically fill vacancies in the first and second grades in accordance with the prescribed conditions.

17. A Roll or Register of National Teachers is kept in the Education Office. This Roll shows the grade, qualifications, position in schools, service, promotions, depressions, &c., of each Teacher.

18. Teachers of exceptional ability and qualifications are eligible for appointment as Sub-Inspectors of National Schools.

Remuneration.

19. A special scale of fixed salaries is arranged for each grade of Teachers, and the salary of each grade may be supplemented by periodic awards of Continued Good Service Salary to a maximum fixed for each grade. Awards of Continued Good Service Salary may be made to Teachers of schools with an average attendance of twenty pupils or above, when the Commissioners are satisfied that the work done in the school is satisfactory and that reasonable progress has been made in the proficiency of the pupils. A portion of the amount available for the payment of Teachers' incomes is allocated as a Capitation Grant based on the average attendance for the year.

20. Principal Teachers recognised before the 1st April, 1900, receive such an amount of salary and Annual Capitation Grant, or of salary, Continued Good Service Salary, and Annual Capitation Grant combined, in lieu of all their emoluments from the State, as will be at least equal to the average of their incomes from the State for the past three years. Principal and Assistant Teachers, recognised before the 1st April, 1900, whose average incomes for the past three years were greater than the maximum amounts of salary and Continued Good Service Salary combined, provided for in the scales for Principals and Assistants respectively, with, in addition, the Annual Capitation Grant, receive incomes equal to their average incomes from the State for the past three years. Cases in which the Commissioners may deem it inequitable to fix the future incomes of the Teachers on the basis of their average incomes for the past three years, will be specially considered.* The incomes fixed outside the limits of the scales and Capitation Grant combined are *personal* to the Teachers concerned, and may, as a rule, be retained only so long as the Teachers remain in their present schools. Assistants, however, on promotion to Principalships, receive an initial income equal to their previous income as Assistants. Further, the cases of Assistants highly classed under the rules hitherto in force, but not receiving full class salary, may be specially considered on their promotion to Principalships.

21. The salaries of Teachers recognised before the 1st April, 1900, within the limits of the scales, may be increased by periodic awards of Continued Good Service Salary, at the discretion of the Commissioners.

Teachers of small schools, with an average attendance under ten, are paid at special reduced rates. Teachers of small schools, with an average attendance of ten, but under twenty, pupils, are paid uniformly, in lieu of all emoluments from the State, at the salary fixed for Female Teachers of the Third Grade, with Annual Capitation Grant, but are not entitled to Continued Good Service Salary. It is desirable that Teachers of schools with averages from 10 to 20 pupils should be women, but in schools of this class in which men

* The cases also of Teachers who have not given three years' service will be dealt with specially.

were employed as Teachers before the 1st April, 1900, such Teachers are paid a *personal* income equal to the salary fixed for Male Teachers of the Third Grade, with Annual Capitation Grant, so long as they remain in charge of the schools.

22. The income of any Teacher may be decreased for inefficiency or other sufficient cause at any time at the discretion of the Commissioners.

23. A Teacher promoted from a lower to a higher grade receives, on promotion, the salary fixed for the grade to which promoted, but without any immediate addition of Continued Good Service Salary.

24. Teachers of the first grade shall not have their salaries reduced on account of decline in the average attendance, unless the average is below thirty-five for one calendar year.

25. Teachers of the second grade shall not have their salaries reduced on account of a decline in the average attendance, unless the average is below twenty for one calendar year.

26. Should the decline in the average attendance, however, appear to the Commissioners to be due to a Teacher's inefficiency, or neglect of duty, the salary is liable to reduction at any time irrespectively of the numerical extent of the decline.

27. The time during which a Teacher is out of employment does not count as service on which an award of Continued Good Service Salary may be based.

28. The Conductors of Capitation Convent and Monastery Schools receive a Capitation Grant in lieu of all emoluments from the State. The rate of the Capitation Grant for the year commencing 1st April, 1900, is in each case at least equal to the average State income of the school per head, calculated as a rule on the average attendance, for the last three years. There are three rates of Capitation Grant. Convent and Monastery Capitation Schools having incomes from the State equal to a Capitation Grant exceeding the maximum Capitation Grant, will be specially dealt with at the end of a year.

The rate of the Capitation Grant in each case will be determined in future by the Board, after consideration of the work done in the school, and of the reports thereon.

29. The salaries of Workmistresses, Industrial Teachers, and Junior Literary Assistants are specially fixed. Temporary Assistants and Temporary Workmistresses are paid according to the lowest rates fixed for permanent Assistants and permanent Workmistresses for actual service.

30. The incomes granted to Teachers are their remuneration from the State for all work done during "school-hours," as defined in the Commissioners' Rules; in the case of schools having the privilege of paid Monitors, the State incomes must also cover the necessary extra special instruction of such Monitors.

31. After the year 1900 annual examinations of Teachers, except Queen's Scholars, provisionally recognised Teachers, Pupil Teachers, and Monitors, will be abolished. Examination

32. In future a Teacher, on leaving a Training College and receiving his diploma and certificate, will have no further examinations to undergo. The Training Certificate will set forth the attainments and specify in detail the qualifications of a special character, if any, possessed by the Teachers.

II.—SCHOOLS.

33. The individual examination of all the pupils of the schools in each subject of the Programme is abolished, except in very special cases, and the payments based on such examinations—hitherto known as Results Fees—are abolished in all cases. Inspection and examination.

34. All schools are examined fully, except in very rare cases, at least once a year, but the examination is not necessarily, or in ordinary cases, an individual examination of all the pupils. In addition to the annual examination, the schools are visited and inspected as often as the Inspector may deem necessary, or the time at his disposal permits.

35. The Commissioners consider it desirable that, in addition to the regular examinations by Inspectors, Managers should make arrangements for holding periodic examinations of the pupils, at which the parents of the children may attend.

36. It is open to Local Managers to furnish to the Commissioners yearly a Report on each National School under their jurisdiction.

37. The Principal Teacher of each school is required to furnish to the Inspector, through the Manager, every year, immediately prior to the annual examination, a "Progress" Table, showing the progress made during the year by the pupils individually, and in cases where there has been no progress, specifying the reasons. This Progress Table is considered by the Commissioners along with the Reports on the schools.

Organization.

38. The systems of School Organization hitherto in operation are not insisted on in future. Managers and Teachers have freedom of organization under systems approved by the Commissioners.

Curriculum.

39. The present Results Programme is not henceforth obligatory.

40. The ordinary Day School subjects are (a) English (including as sub-heads, Reading, Writing, Spelling, Grammar, and Composition), (b) Arithmetic, (c) Kindergarten and Manual Instruction, (d) Drawing, (e) Object Lessons and Elementary Science, (f) Singing, (g) School Discipline and Physical Drill, and in Girl's schools in addition, (h) Cookery and Laundry Work, (i) Needlework. Detailed Syllabuses in each Day School subject are issued by the Commissioners. Geography, and History are not specified as Day School subjects; but during the Reading Lesson the Teachers are expected to convey a sufficient knowledge of these subjects, by the alternate use of Literary, Geographical, and Historical Reading Books.*

41. Extra subjects are sanctioned only out of school-hours. A list of approved Extra Subjects is issued by the Commissioners.

42. Within the limits of the curriculum Managers can, with the approval of the Commissioners, arrange the Programmes of their schools, so as to suit the needs of the localities in which the schools are situated.

General.

43. The Commissioners earnestly recommend to the attention of Managers the desirability

(a.) of making every National School comfortable by being properly furnished, lighted, and ventilated, and duly heated in winter;

(b.) of providing a small library for each school, and a small museum of natural objects, &c., furnished, as far as possible, by the pupils themselves;

(c.) of having a lavatory, and facilities for washing the hands and faces, combing the hair, &c., wherever possible, but especially in schools situated in the poorer localities of the country;

(d.) of stimulating the school children to greater industry by a system of school prizes to be distributed, not alone for literary attainments, but for regularity of attendance, personal tidiness, good conduct, and politeness.

* If there are Irish-speaking pupils in a school, the teacher, if acquainted with the Irish language, should, whenever practicable, employ the vernacular as an aid to the elucidation and acquisition of the English language. Inspectors are at liberty to employ the vernacular in the conduct of their examinations if they think it desirable to do so.

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